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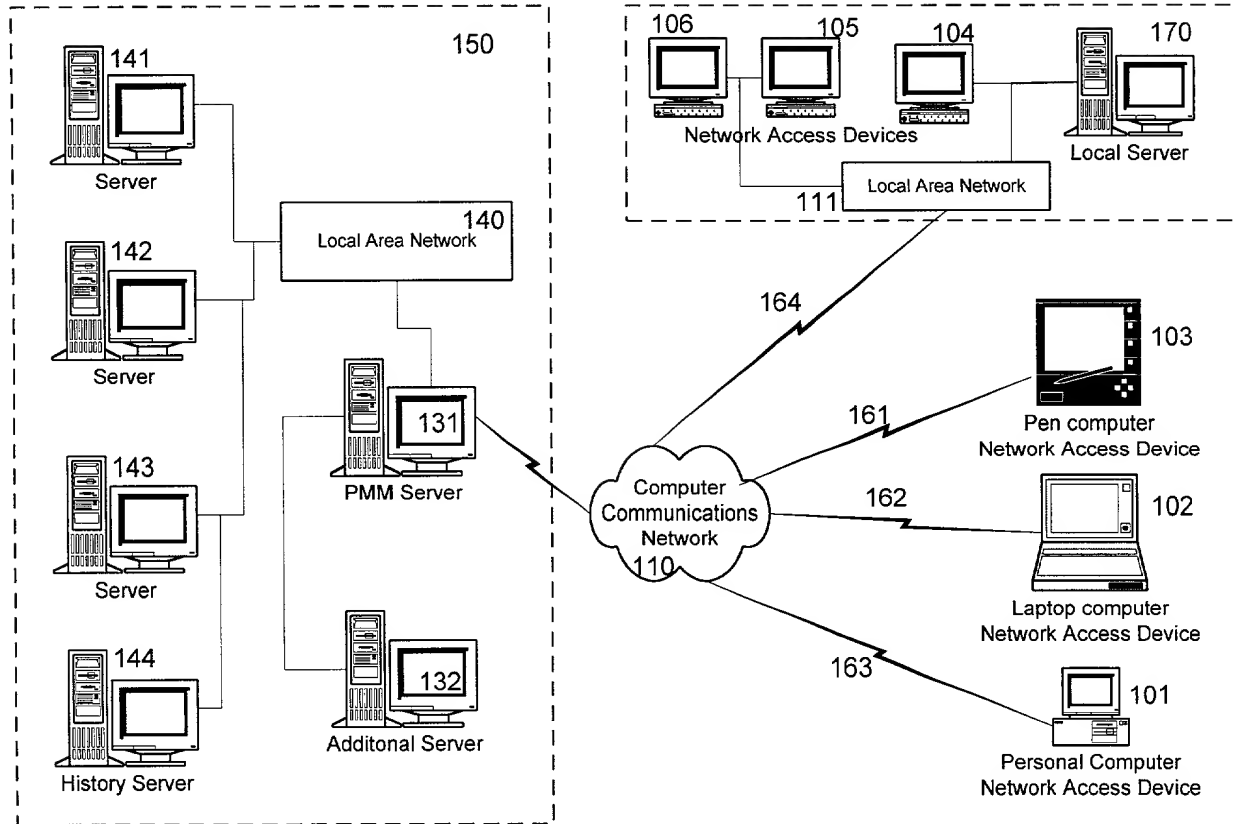


Fig. 1

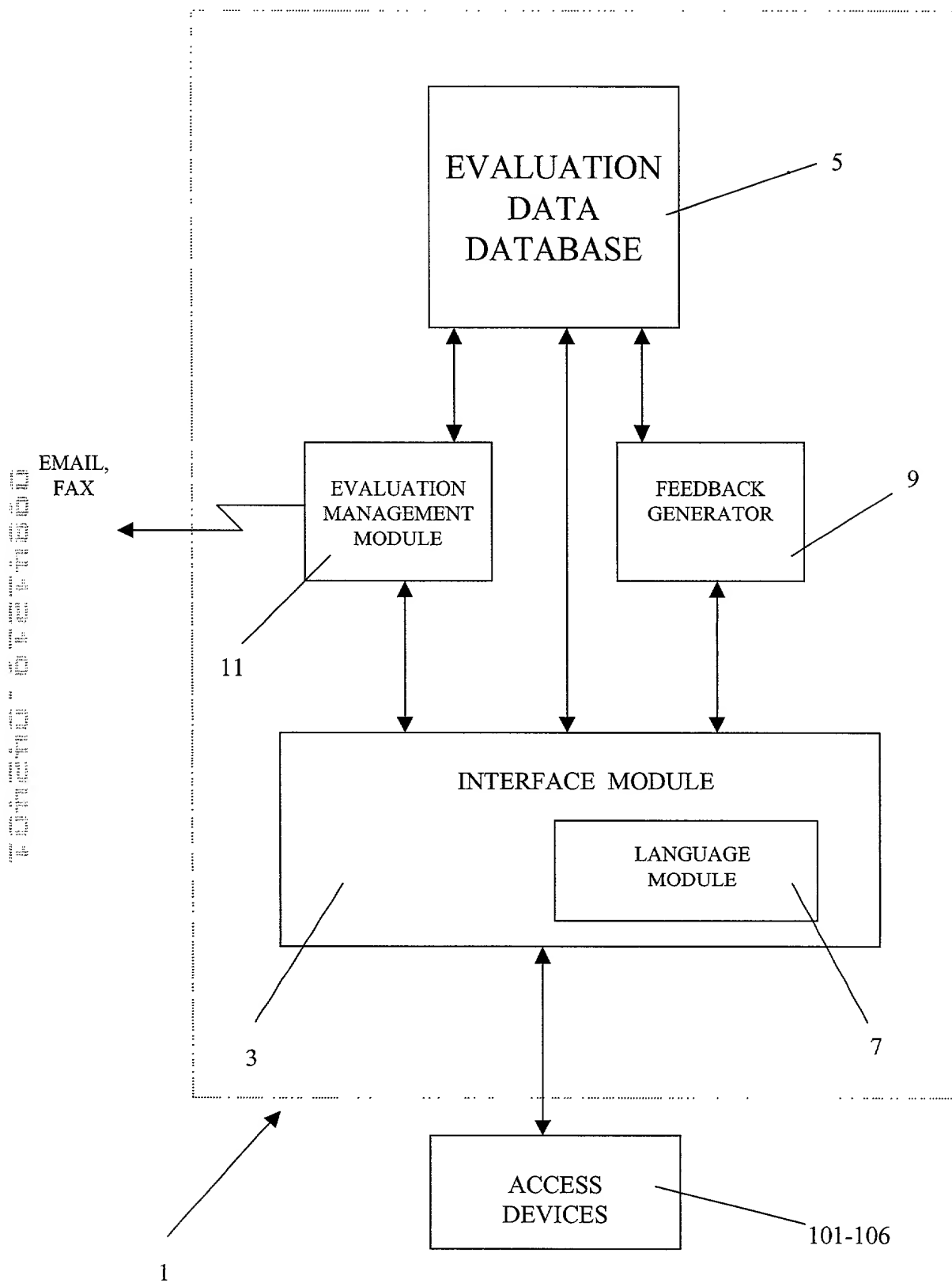


FIG. 2

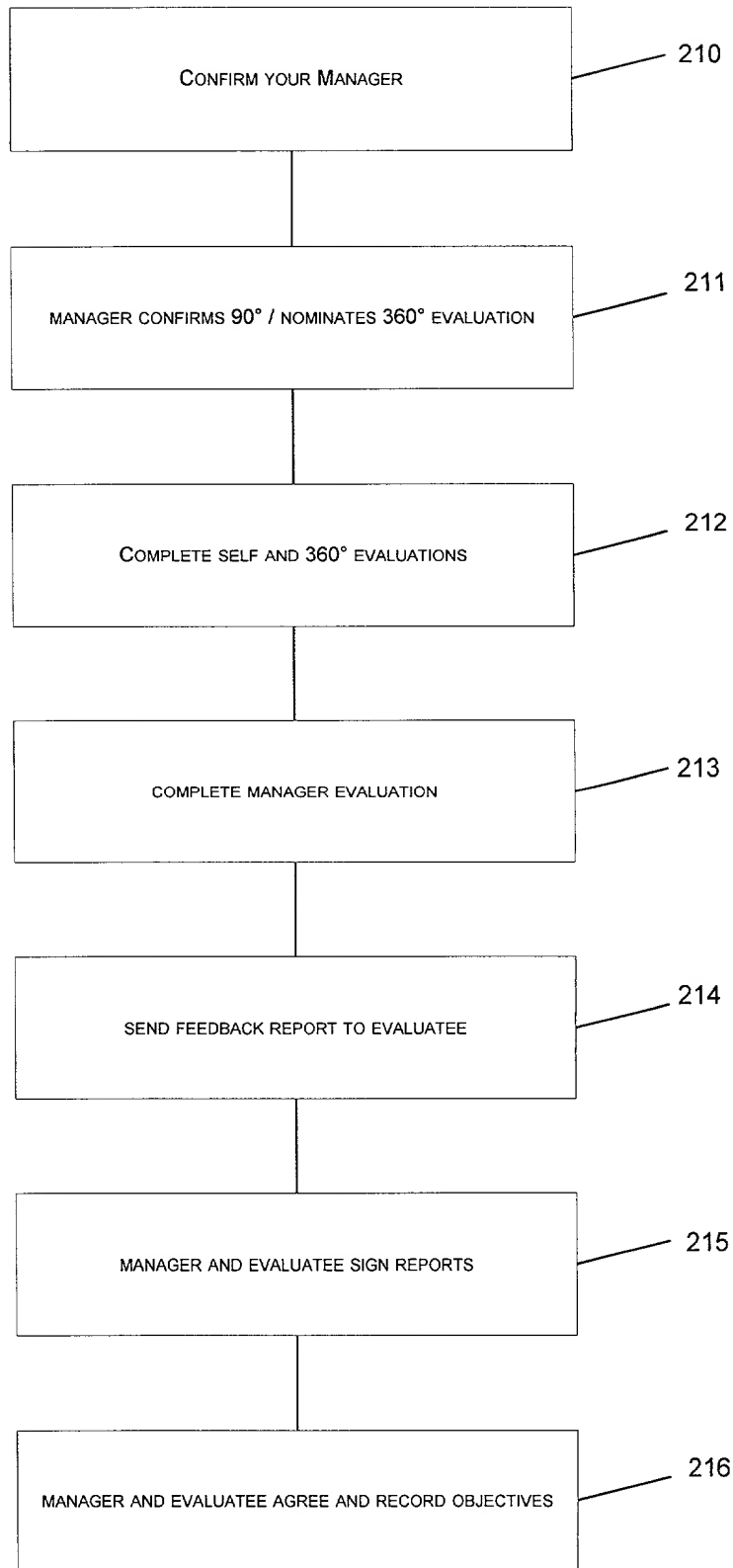


Fig.3

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360

http://192.168.168.12:83/ing/data.nsf/main?opennavigator&mcn=3840.38 - Microsoft Internet Explorer

File Edit View Favorites Tools Help

Back Forward Stop Search Favorites History

Address http://192.168.168.12:83/ing/data.nsf/main?opennavigator&mcn=3840.38

< self evaluation > Close Save Submit Previous evaluations Print

Evaluatee Details: Chris Taylor (chtay) Manager Details: Awaiting Confirmation Deadline:

Show feedback Show objectives

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to do

track progress

done

languages

change password

views on e360

310

Customer Focus

Building and maintaining client relationships

Meeting the needs of internal and external clients

311

People Focus

Effective teamwork

leadership and drive

312

Results Focus

Generating or saving money through operational efficiency and innovation

313

Values Focus

The principals we apply when carrying out our work

Functional/Technical Focus

Technical achievements and expertise specific to function

314

320

Contribution

WHAT results were achieved

321

Competency

HOW results were achieved

323

Detail Competency Ratings

Detail ratings

Managing Customer Relationships B

Influencing Others C

Strategic Perspective B

Cross Company Co-operation A

Detail ratings

Drive and Confidence B

Leading a Team C

Encouraging Diversity D

Teamworking C

Detail ratings

Innovation and Change B

Optimising Use of Resources D

Taking and Managing Risks C

Problem Solving A

Detail ratings

Work Ethic B

Productivity C

Detail ratings

Professional Standards D

Product and Process Knowledge E

Technical Skills A

FIG. 4

301

http://192.168.168.13/ubs/data.nsf/main?opennavigator&language=default - Microsoft Internet Explorer

File Edit View Favorites Tools Help

Back Forward Stop Search Favorites History Go Links

Address http://192.168.168.13/ubs/data.nsf/main?opennavigator&language=default

< manager evaluation > Close Save Submit Hide 30°/360° Print

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File Edit View Favorites Tools Help

Back Forward Stop Search Favorites History Go Links

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http://192.168.168.13/ubs/workflow.nsf/MAINMEFDetailFrameSet - Microsoft Internet Explorer

Submit Hide 30°/360° Print

Customer Focus People Focus Results Focus Functional/Technical Focus Save Close

Customer Focus

Managing Customer Relationships

Influencing Others

Strategic Perspective

Cross Company Co-operation

People Focus

Drive and Confidence

Results Focus

Generating or saving money through operational efficiency and innovation

Evtee Elizabeth Bryant

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FIG. 5

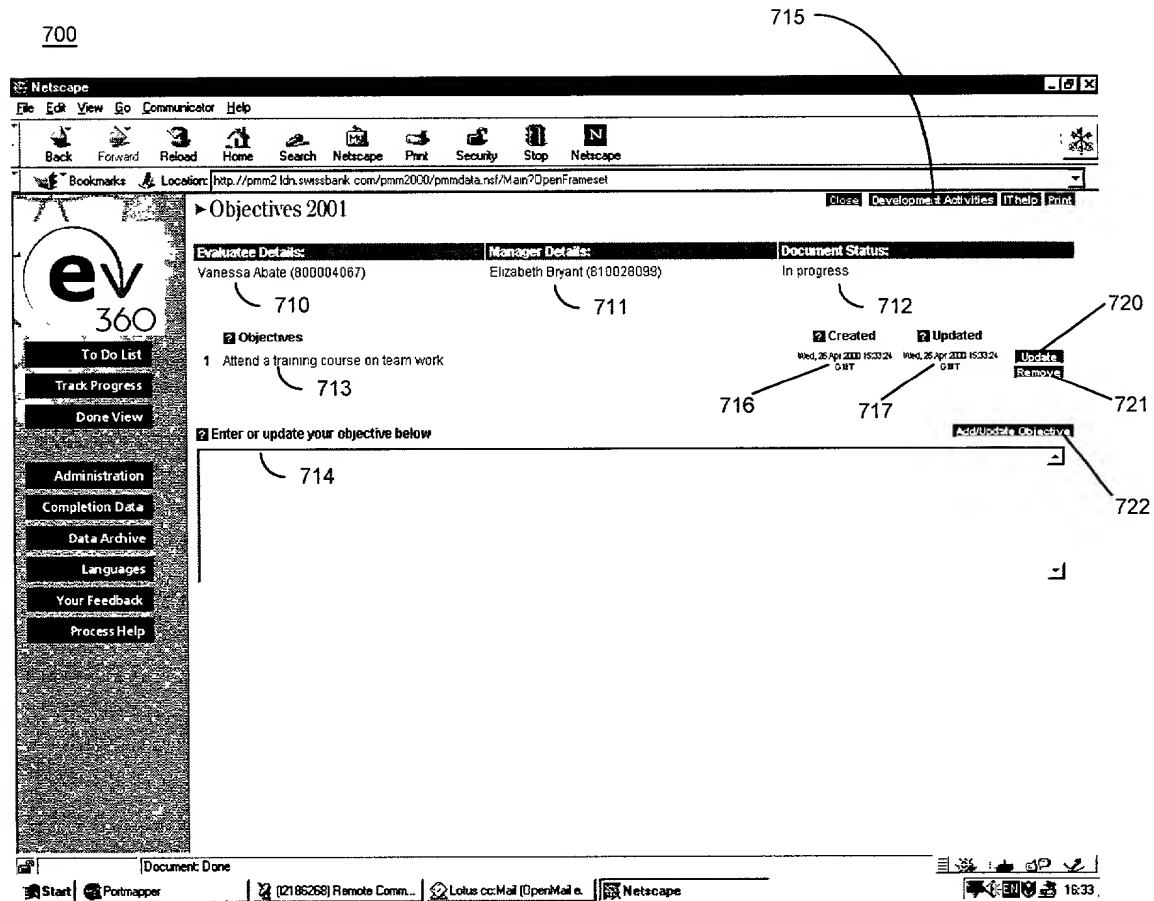


Fig. 6

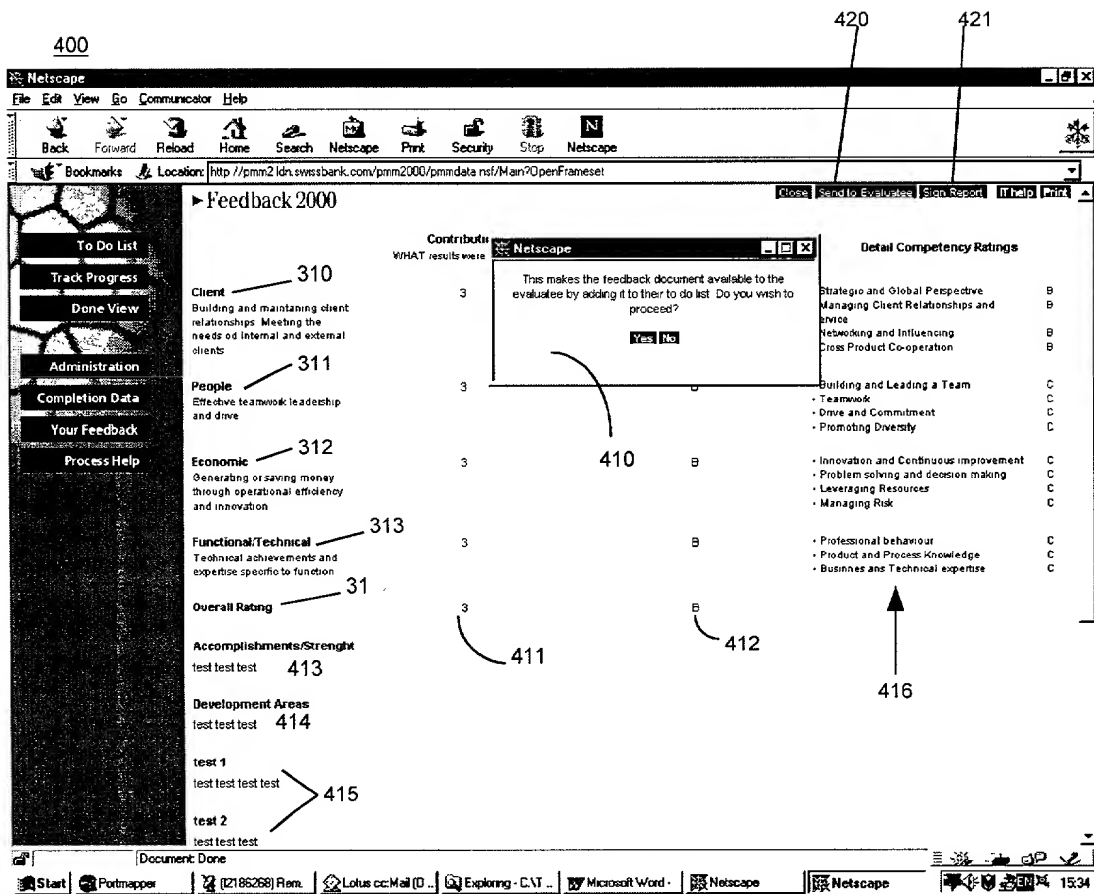


Fig. 7


800

http://192.168.168.13/ubs/data.nsf/main?opennavigator&language=default - Microsoft Internet Explorer

File Edit View Favorites Tools Help

Back Forward Stop Search Favorites History

Address http://192.168.168.13/ubs/data.nsf/main?opennavigator&language=default



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feedback

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Complete your Self Evaluation

Name	GPIN	Division	Manager	Action
801 Joseph Pugh	810034008	CICPE	Denise Reed	Open

Complete Manager Evaluations for your staff

Name	GPIN	Division	Manager	Action
Elizabeth Bryant	810028099	CICPE	Joseph Pugh	Open

Done

Start

Internet

http://192.168.168.13

FIG. 8


900

http://192.168.168.13/ubs/data.nsf/main?opennavigator&language=default - Microsoft Internet Explorer

File Edit View Favorites Tools Help

Back Forward Stop Search Favorites History

Address http://192.168.168.13/ubs/data.nsf/main?opennavigator&language=default



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Re-submit Close Print

Evaluatee Details: Elizabeth Bryant (810028099) 901

Manager Details: Joseph Pugh (810034008) 902

Deadline: 20/10/2001 903

Add additional manager Change to 360° evaluation

Evaluator name	GPIN	Division	Relationship	Evaluation status
1 Joseph Pugh	810034008	CICPE	Manager	Incomplete
2 Elizabeth Bryant	810028099	CICPE	Self	Incomplete
3 Angie Brett	810031029	CICPE	Additional Manager	Incomplete

Remove

904 905 906 907 908 911

Done

Start

Internet

Uz Bryant - Inbox - Tools

E360 Possible Patent Fee

http://192.168.168.1...

14:13

FIG. 9

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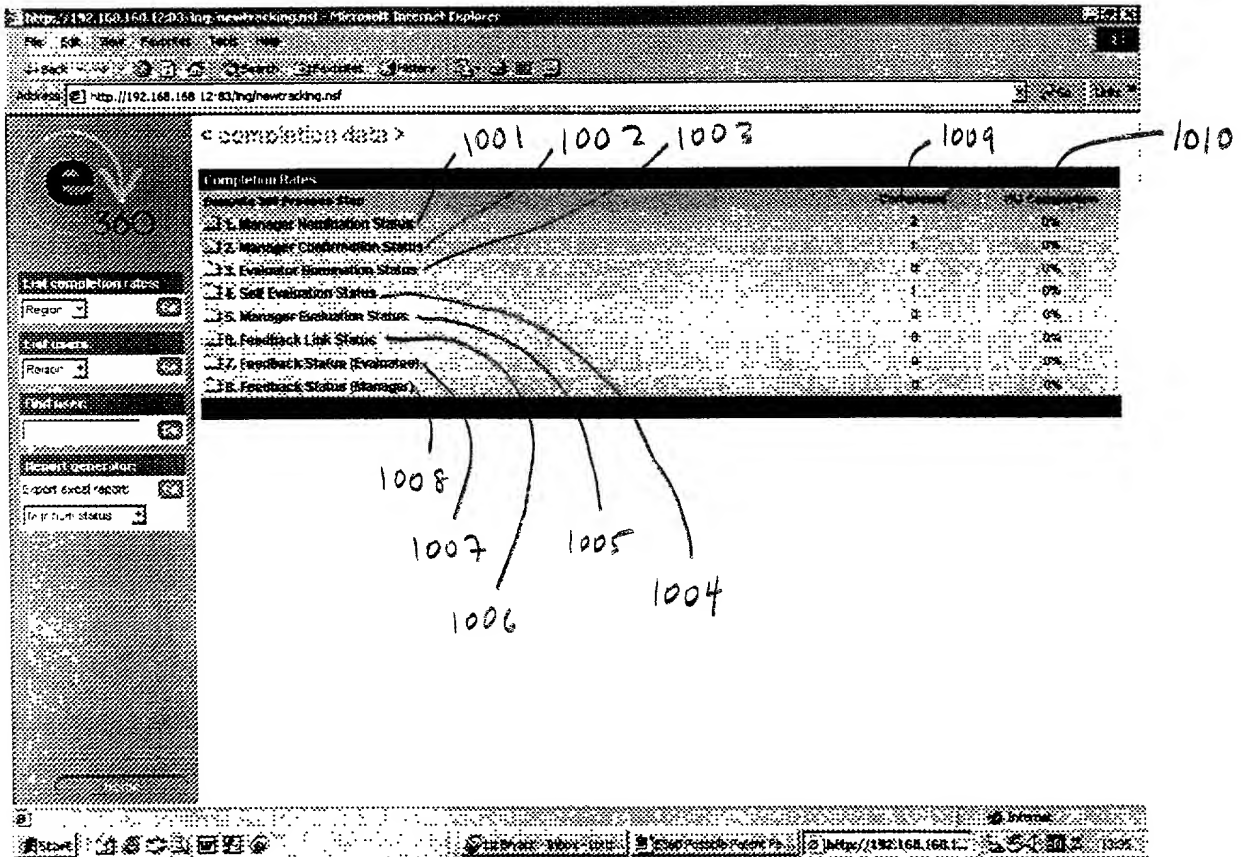


FIG. 10

1101

Evaluatee Details:

Claire Weller (810027129)

Manager Details:

John Davies (810030647)

Deadline:

25/11/2001

Previous evaluations Objectives

310

2 Contribution

WHAT results were achieved

2 Competency

HOW results were achieved

Detail Competency Ra

Customer Focus

Building and maintaining client relationships. Meeting the needs of internal and external clients

C1 C2 C3 C4 C5 CX

CACB C C C D C E C X

- Managing Customer Relation
- Influencing Others
- Strategic Perspective
- Cross Company Co-operation

People Focus

Effective teamwork leadership and drive

C1 C2 C3 C4 C5 CX

CACB C C C D C E C X

- Drive and Confidence
- Leading a Team
- Encouraging Diversity
- Teamworking

Results Focus

Generating or saving money through operational efficiency and innovation

C1 C2 C3 C4 C5 CX

CACB C C C D C E C X

- Innovation and Change
- Optimising Use of Resources
- Taking and Managing Risks
- Problem Solving

Functional/Technical Focus

Technical achievements and expertise specific to function

C1 C2 C3 C4 C5 CX

CACB C C C D C E C X

- Professional Standards
- Product and Process Knowledge
- Technical Skills

Overall rating

413

C1 C2 C3 C4 C5 CX

CACB C C C D C E C X

Accomplishments/Strengths

Organises/prioritises own work and time effectively. Argues a case logically, justifying own efforts. Piloted user groups/hardware workshop. Assisted hardware/electronics research enterprises. Shows respect for individual diversity. Takes into consideration other's ideas.

Plans/organises projects well applying Project Management skills. Shows understanding of what other teams/departments do.

Trabaja muy bien miembros de su equipo de distintos paises y culturas.

Da una respuesta muy rapida a las preguntas del cliente.

Toma en consideracion las opiniones de los demas.

Siempre da apoyo a su equipo y asegura que todos dan sus opiniones.

Development Areas

414

Effectively uses business skills required for the role to support the achievement of objectives.

Works and interacts well with team members of different cultural and personal backgrounds.

Seeks opportunities to increase knowledge and experience of cultural differences.

Debe tener la confianza en si para sugerir sus ideas propias. Necesita entrenamiento en la presentacion de ideas.

1102

< evaluación del gerente >

Cerrar Guardar Presentar

Detalles del evaluado:
Claire Weller (810027129)

Detalles del gerente:
John Davies (810030647)

Fecha de entrega:
25/11/2001

Evaluaciones pasadas Objetivos

	2 Contribución QUE resultados estaban alcanzados	2 Competencia COMO se alcanzó a los resultados	Valoraciones de competencia
Enfoque en los clientes Construir y mantener relaciones con clientes. Responder a las necesidades de clientes internales y externos.	<input type="radio"/> 1 <input checked="" type="radio"/> 2 <input type="radio"/> 3 <input type="radio"/> 4 <input type="radio"/> 5 <input type="radio"/> X	<input type="radio"/> A <input type="radio"/> B <input checked="" type="radio"/> C <input type="radio"/> D <input type="radio"/> E <input type="radio"/> X	Valoración: <ul style="list-style-type: none"> Administrar relaciones con cli Influir los demás Perspectiva estatégica Cooperación dentro de la em
Enfoque humano Trabajo de equipo, liderazgo y empuje efectivo.	<input type="radio"/> 1 <input type="radio"/> 2 <input checked="" type="radio"/> 3 <input type="radio"/> 4 <input type="radio"/> 5 <input type="radio"/> X	<input type="radio"/> A <input type="radio"/> B <input type="radio"/> C <input checked="" type="radio"/> D <input type="radio"/> E <input type="radio"/> X	Valoración: <ul style="list-style-type: none"> Empuje y confianza. Dirigencia de un equipo. Apoyar la diversidad Trabajar en equipos.
Enfoque en los resultados Generar o ahorrar dinero por operaciones eficaces y innovadores	<input type="radio"/> 1 <input type="radio"/> 2 <input type="radio"/> 3 <input type="radio"/> 4 <input type="radio"/> 5 <input type="radio"/> X	<input type="radio"/> A <input checked="" type="radio"/> B <input type="radio"/> C <input type="radio"/> D <input type="radio"/> E <input type="radio"/> X	Valoración: <ul style="list-style-type: none"> Innovación y cambio Optimar el empleo de recurso Tomar y administrar riesgos Resolución de problemas
Enfoque funcional/técnico Logros técnicos y especialización específico a la función	<input type="radio"/> 1 <input type="radio"/> 2 <input type="radio"/> 3 <input type="radio"/> 4 <input type="radio"/> 5 <input type="radio"/> X	<input type="radio"/> A <input type="radio"/> B <input type="radio"/> C <input checked="" type="radio"/> D <input type="radio"/> E <input type="radio"/> X	Valoración: <ul style="list-style-type: none"> Normas profesionales Conocimiento del producto y proceso Capacidades técnicas
Valoración global	<input type="radio"/> 1 <input type="radio"/> 2 <input type="radio"/> 3 <input type="radio"/> 4 <input type="radio"/> 5 <input type="radio"/> X	<input type="radio"/> A <input checked="" type="radio"/> B <input type="radio"/> C <input type="radio"/> D <input type="radio"/> E <input type="radio"/> X	
Logros/ Fuerzas			

Organises/prioritises own work and time effectively. Argues a case logically, justifying own efforts. Piloted user groups/hardware workshop. Assisted hardware/electronics research enterprises. Shows respect for individual diversity. Takes into consideration other's ideas.

Plans/organises projects well applying Project Management skills. Shows understanding of what other teams/departments do.

Trabaja muy bien miembros de su equipo de distintos paises y culturas.

Da una respuesta muy rapida a las preguntas del cliente

Toma en consideracion las opiniones de los demas.

Siempre da apoyo a su equipo y asegura que todos dan sus opiniones.

Terreno de desarrollo

Effectively uses business skills required for the role to support the achievement of objectives.

Works and interacts well with team members of different cultural and personal backgrounds.

Seeks opportunities to increase knowledge and experience of cultural differences.

Debe tener la confianza en si para sugerir sus ideas propias. Necesita entrenamiento en la presentacion de ideas.

FIG. 116

FIG. 12

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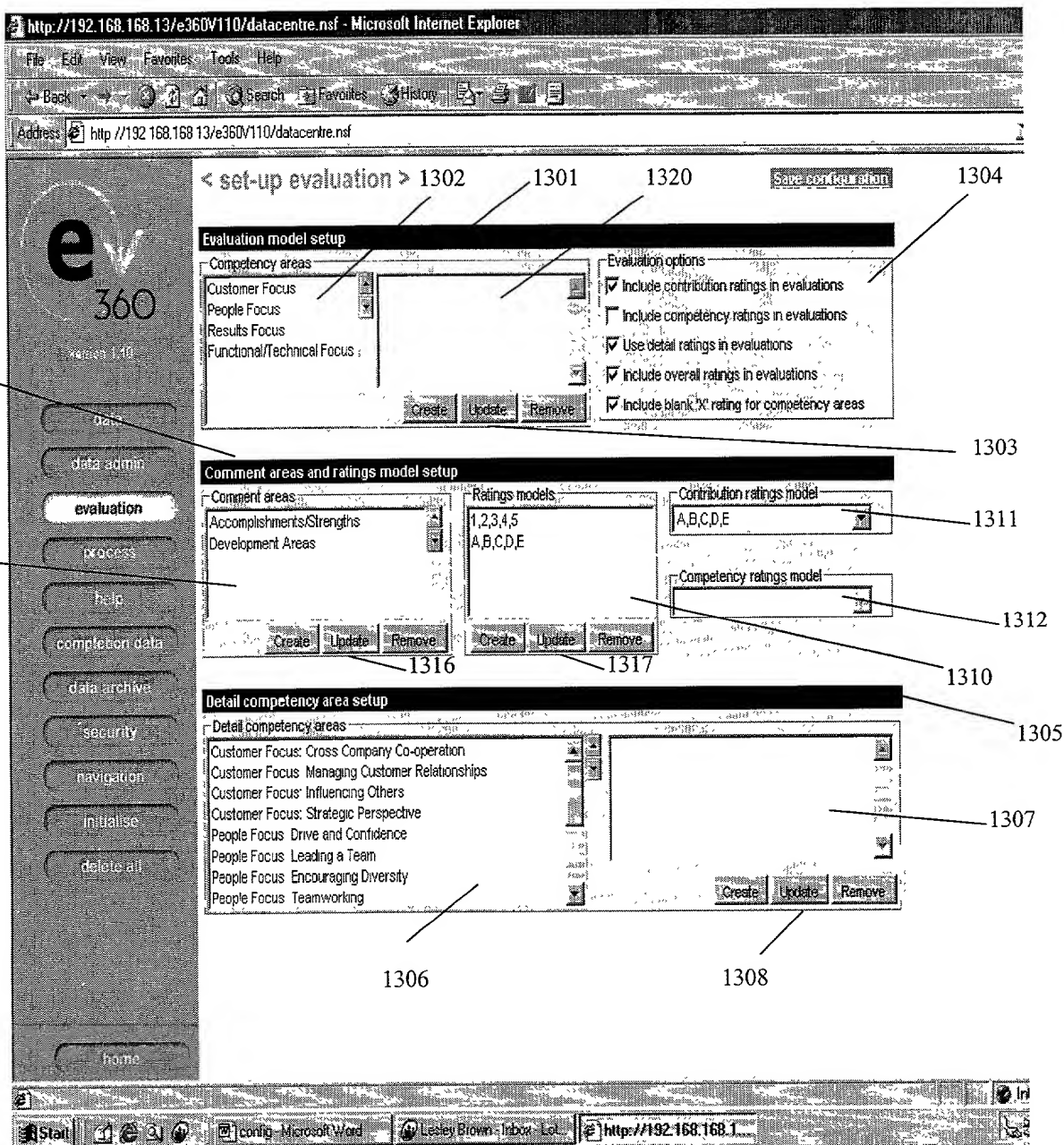


FIG. 13